IGATE Global Solutions Limited (A Capgemini Group Company)

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Ref. CG/832069/IND/2016 **April 29, 2016**

Name: **Pooja Somashekar**

Employee Id: **832069**

Dear Pooja,

At Capgemini, employee performance forms the core basis for annual compensation review and career enhancement apart from ensuring parity.

Your performance has been reviewed and your performance banding for the year 2015 is "**Met Expectation".**

In recognition of your performance your compensation has been revised to **INR 3,62,100** per annum effective **April 01, 2016**.

Details of your revised compensation are given in Salary Annexure.

We look forward to your very active participation and contribution in our journey of scaling newer heights and in making Capgemini a world class organization.

Wishing you a happy and rewarding career with Capgemini!

With Best Regards,

Srinivas Kandula

Chief Executive Officer – Capgemini India

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Salary Annexure

Employee Code: **832069**
Employee Name: **Pooja Somashekar**
Effective Date: **April 01, 2016**

Monthly Component	Amount(Rs.)	Yearly Component	Amount(Rs.)
Basic	9,050	Leave Travel Allowance	9,048
House Rent Allowance	4,525	Co's contribution to Prov Fund	14,472
Dearness Allowance	1,000	Group Gratuity Scheme	5,796
Personal Allowance	7,080	**Insurance Premium	4,500
Food Allowance	1,100		
Conveyance Allowance	1,600		
Medical Allowance	1,250		
Advance Statutory Bonus	1,752		
Monthly Gross	**27,357**	**Annual CTC**	**3,62,100**

**Insurance premium – Coverage includes Personal Accident and Life Insurance Cover for an employee, and Group Medical Insurance as per existing policy which is subject to change during renewal each year.

Please note that your acceptance of the above mentioned compensation will be considered as an acceptance of the other terms and conditions of the employment as per Company policy, as amended from time to time.